



Job Posting

Job Title:	Lieutenant – Training Instructor
Department:	Fire Department
Reports to:	Captain – Training Officer
Rate of Pay:	\$139,643.38 - \$150,571.99 per annum
Posting Date:	January 12, 2026
Posting Deadline:	February 2, 2026

Summary

The Lieutenant – Training Instructor plays a key role in supporting the Training Division of the LaSalle Fire Service. Under the direction of the Captain – Training Officer, this position includes developing, delivering, and evaluating training programs for all fire personnel, ensuring compliance with current standards and legislation, and contributing to the ongoing enhancement of the department’s training strategies and practices. Additionally, the Lieutenant - Training Instructor participates in emergency response operations.

Primary Duties and Responsibilities

- Assist with the development, implementation, administration and delivery of fire training programs under the direction of the Captain – Training Officer
- Continually refine the training program and schedule of personnel, through regular consultation with the Captain – Training Officer
- Prepare and deliver classroom, practical, and multimedia training sessions
- Create lesson plans, training checklists, and maintain accurate training records
- Evaluate personnel performance and training program effectiveness
- Monitor and evaluate training effectiveness and research best practices to recommend updates to training procedures and methods
- Attend approved conferences and seminars to stay current with industry standards
- Respond to emergency incidents and public service calls as required
- Perform other duties as assigned

Emergency Response Operations:

May be required to:

- Respond to emergency calls and coordinate fire personnel efforts at emergency incidents.
- Assess the situation, develop incident action plans, and determine appropriate firefighting strategies and tactics.
- Direct the deployment of firefighting resources, such as personnel, apparatus, and equipment, to control and mitigate emergencies.
- Ensure the safety of personnel and the public by implementing and enforcing safety protocols and procedures.
- Monitor and evaluate the progress of emergency operations, making necessary adjustments as required.

Public Education and Community Outreach:

- Engage in public education and community outreach programs to promote fire safety and prevention.
- Participate in public events, such as fire prevention campaigns, community meetings, and school programs, to raise awareness about fire safety.

Qualifications

- Minimum 3 years of fire service experience.
- Solid knowledge of training methodologies and principles of adult training and education.
- Well-versed in current firefighter standards, rescue, medical protocols, and industry best practices.
- Strong fireground experience and knowledge of the Incident Management System.
- Comprehensive familiarity with municipal geography and local building infrastructure.
- Good knowledge of Health and Safety procedures, requirements, legislation and guidelines applicable to the fire service (i.e. Ministry of Labour, Section 21 Guidelines).
- Ability to work independently, supervise personnel, and exercise sound judgment.
- Strong communication, leadership, presentation, and problem-solving skills.
- Proficiency in Microsoft 365 Office Suite.
- Physically fit and capable of meeting job-specific fitness standards.

Required Certifications

- NFPA 1001 - Firefighter Level I & II
- NFPA 1021 – Fire Officer I
- NFPA 1041 – Fire Instructor I & II
- NFPA 1521- Incident Safety Officer
- Blue Card Command Certification or similar Incident Command Certification
- Valid Standard First Aid and Basic Rescuer CPR (Level C) Certifications

- Must possess a valid Ontario Driver's License Class D or higher (A, B, C) with a Z endorsement.

Certifications Considered an Asset

- NFPA 1021 – Fire Officer II
- NFPA 1035 – Fire and Life Safety Educator I

Compensation

As per the current collective agreement.

Hours of Work

The standard work schedule is 40 hours per week, from 0830 to 1630 hours, Monday to Friday. Flexibility in hours will be required to accommodate training schedules, including regular weeknights and occasional weekends, along with a willingness to travel for training and professional development, as required.

Application Process

We thank all applicants who apply for this position, but only those candidates selected for an interview will be contacted. In accordance with the Municipal Freedom of Information and Protection of Privacy Act, personal information is collected under the authority of the Municipal Act and will only be used to determine eligibility for potential employment. We are dedicated to equal opportunity. Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance. This posting is for an existing vacancy.